



At Edinburgh Napier University we recognise that our staff and students are our greatest asset. Amongst our employees and student community, we have a growing number of Armed Forces veterans and reservists. They are extra-ordinary people who have trained, served and are still serving with Her Majesty's British Armed Forces – the British Army, Royal Navy, or the Royal Air Force.

The Edinburgh Napier University Armed Forces Network is a non-exclusive group which is open to all employees and students who wish to show support to the whole Armed Forces community (reservists, veterans, family of those in current service or who have been in service and those still in active service).

The University signed the [Armed Forces Corporate Covenant](#) in May 2016 which shows our support to the Armed Forces Community stating that we believe that those who are Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services.

We are proud to receive the highest standard Gold Award in 2019's Ministry of Defence Employer Recognition Scheme (ERS) a scheme which encompasses awards for employer organisations that pledge, demonstrate or advocate support to defence and the armed forces community and align their values with the Armed Forces Covenant.

To support our ambition to fulfil our Armed Forces Corporate Covenant pledges and the recommendations highlighted in the *Scottish Veterans Commissioner* report issued in November 2016 (Employment and Education Opportunities) the University is working on a number of initiatives to ensure it is an active supporter of the Armed Forces community in a number of key areas; education, research, employment and community engagement.

Our work encompasses many project streams including armed forces advocacy, improved transition for education provision and ongoing support for reservists and ex-service personnel, recruitment of service leavers – both young and old through our partnership with the [Career Transition Partnership](#) (CTP). We engage closely with the MoD on Continuous Professional Development through our Business School and work closely with the MoD and veterans Charities with regards to community engagement activity. Edinburgh Napier University is also supportive of time off for reservist training and has a robust mobilisation policy to support those preparing to deploy. We also support spouses of active service personnel, offering flexibility to balance work and home life.

## **Aims of the Edinburgh Napier University Armed Forces Network**

- 1) Ensure the University has a clear purpose for setting up the Armed Forces Network which includes;
  - Demonstrates the value that the Armed Forces Community brings to the university
  - Helping to inform Policy
  - Communicates information and updates to colleagues and students interested in Armed Forces
  - Supports developing awareness of Armed Forces activity
  - Acts as a forum to share thoughts and ideas around the Universities support for the Armed Forces Community
  - Provides a forum for professional and social networking and a means of peer support for the Armed Forces Community and researchers
  - Welcomes ex armed forces personnel as they join the university to work or study
  - Support and mentoring for staff and students who come from an Armed forces background to work or study
  - Liaises with other groups and veteran's charities
  - Links with other Gold/Silver ERS Award winners so we can all support each other where possible
  - Informs staff and students about Reservist opportunities and Service Unit activity
- 2) Designate an overall Armed Forces Lead who will be the main point of contact internally and externally for all Armed Forces related questions and be responsible for passing the questions to the correct Armed Forces Champion
- 3) Designate Armed Forces Champions in various areas who are the point of contact for specific questions
- 4) Engage with other networks with the university such as LGBT, Carers, International, Women's etc.
- 5) Promoting educational opportunities for the Armed Forces community

## **Edinburgh Napier University Armed Forces Network Activity**

- Soft launch event to promote the Edinburgh Napier University Armed Forces Network
- Dedicated Edinburgh Napier University Armed Forces Network email group and address
- Newsletter three times a year
- Invites to events relevant to the Armed Forces Community
- Information about the Network will be highlighted at staff induction and at University open days for prospective students
- ENSA will be aware of the Network
- The Network will be added to the list of Networks on offer within the university and reference to the Network will be part of the University Inclusion Committee



EMPLOYER RECOGNITION SCHEME

GOLD AWARD WINNER 2019  
PROUDLY SUPPORTING THOSE WHO SERVE.